



TAX COUNSEL III (SUPERVISOR)

EXAM CODE: 2EQ29

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| Department(s): | Board of Equalization |
| Opening Date: | October 26, 2012 |
| Final Filing Date: | November 9, 2012 |
| Type of Recruitment: | Departmental Promotional |
| Salary: | \$7686.00 to \$9484.00 |
| Exam Type: | SPOT Exam |
| Location(s): | Sacramento & Norwalk |

INTRODUCTION

Your application will not be accepted for this promotional examination unless you are currently a Board of Equalization employee that meets the minimum qualifications or fall under SPB rule 234, 235, Government Code 18990, 18991, and 18992.

Note: This examination does not have an "Apply Online" feature.

EEO

An equal opportunity employer to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, or sexual orientation.

DRUG FREE STATEMENT

It is an objective of the state of California to achieve a drug-free state work place. Any applicant for state employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the state, the rules governing civil service and the special trust placed in public servants.

WHO SHOULD APPLY

This is a departmental promotional examination for the Board of Equalization.

1. Applicants must have a permanent civil service appointment with the Board of Equalization or meet the provisions of the State Personnel Board Rules 234 or 235 by **November 9, 2012** the final filing date, in order to take this examination; or
2. Must be a current or former employee of the Legislature for two or more years as defined in Government Code 18990; or
3. Must be a current or former non-elected exempt employee of the Executive branch for two or more consecutive years as defined in Government Code 18992; or
4. Must be a person retired from the United States military, honorably discharged from active military duty with a service-connected disability, or honorably discharged from active duty as defined in Government Code 18991.

For applicants under Items 2, 3, or 4, if promotional examinations are given by more than one department for the same classification, the applicant must select one department in which to compete.

FILING INSTRUCTIONS

Final Filing Date: November 9, 2012

State Applications (Form STD. 678) may be mailed to:

**EXAMINATION & RECRUITMENT SECTION
BOARD OF EQUALIZATION
450 N STREET, MIC: 17
SACRAMENTO, CA 95814**

Do not submit applications to the State Personnel Board.

Applications (Form STD. 678) submitted by mail must be **POSTMARKED** (e.g., United States Postal Service), or personally delivered no later than the **final filing date**. Applications are available at www.jobs.ca.gov, California Department of Human Resources (CalHR), local offices of the Employment Development Department and the testing department on this job bulletin.

Note:

Applications postmarked or personally delivered to the Human Resources Division, Room 317, 450 N Street, Sacramento, after the final filing date will not be accepted for any reason.

Do not send your application via interoffice or interagency mail. Applications received in this manner will not be accepted and cannot be returned pursuant to California Code of regulations 174.

It is the personal responsibility of each examination candidate to submit an examination application within the timeframe and in the manner specified on this examination bulletin.

SPECIAL TESTING ARRANGEMENTS

If you are disabled and need special testing arrangements, mark the appropriate box in Part 2 of the "Application for Examination." You will be contacted to make specific arrangements.

REQUIRED IDENTIFICATION

Accepted applicants are required to bring either a photo identification card or two forms of signed identification to the examination.

ELIGIBLE LIST INFORMATION

A departmental promotional eligible list will be established for the Board of Equalization. The list will be abolished 12 months after it is established unless the needs of the service and conditions of the list warrant a change in this period.

REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION

All applicants must meet the education and/or experience requirements as stated on the examination announcement by **November 9, 2012 the final filing date** for this examination. All applications/resumes must include "to" and "from" dates (month/day/year), time base, and civil service class title (**not working title**). **Applications/resumes received without this information will be rejected.**

MINIMUM QUALIFICATIONS

All applications must meet the entrance requirements for this examination by **November 9, 2012 the final filing date.**

All applicants are required to have active membership in The State Bar of California. (Applicants who are not members of The California State Bar but who are eligible to take The California State Bar examination or are in their final year of law school will be admitted to the examination but will not be considered eligible for appointment until they are admitted to The State Bar of California.)

Six years of legal experience in the practice of law* in a governmental jurisdiction or in private practice, including three years of legal experience in the practice of tax law or directly related legal experience, including administrative and/or civil litigation. (Applicants who have completed five years and six months of legal experience and two years and six months of tax law or directly related legal experience, including administrative and/or civil litigation, will be admitted into the examination, but must complete the required six years of legal experience including the three years of tax law or directly related legal experience, including administrative and/or civil litigation, before they will be eligible for appointment.)

**Experience in the "practice of law" or "performing legal duties" is defined as (1) only that legal experience acquired after admission to any State Bar, or (2) experience as a judicial clerk for a Federal Court, California State Court, or another state's appellate court of last resort. For an individual's judicial clerkship to qualify as experience in the "practice of law" or "performing legal duties", the experience must have been gained after receipt of a Juris Doctor or equivalent degree.*

KNOWLEDGE AND ABILITIES

Knowledge of: How to conduct legal analysis (e.g., issue-spotting, rule analysis, applying law to facts) to ensure relevant issues and information are identified; principles and practices for properly conducting legal research, such as ensuring law is current (i.e., "Shepardizing") and checking for recent amendments to statutes; general principles of jurisprudence including statutory construction and stare decisis; English language including: grammar, spelling, punctuation, sentence and paragraph structure, organization, and appropriate vocabulary; how to prepare the most common types of legal documents in an effective, clear, and persuasive manner (e.g., briefs, motions, pleadings, contracts, stipulations, declarations, determination letters, etc.); how to communicate in a persuasive fashion to influence the listener(s); and available research sources, both printed and electronic, to complete legal research, including what types of material they contain, where they are located, and their breadth, depth, and relative strengths and weaknesses. Examples include primary legal texts, secondary legal texts, and electronic databases; how to prepare clear and effective formal correspondence to a variety of recipients; how to use computers to create documents, conduct research, and communicate; how to use a variety of software applications; knowledge of a manager's/supervisor's role in promoting Equal Employment Opportunity in hiring, employee development, and promotion; and the principles and techniques of personnel management and supervision.

Skill in: Reading and comprehending written documents such as contracts, statutes, regulations, legal rulings, case law, etc.; analyzing arguments in order to effectively address them; summarizing relevant facts in order to capture the key points and implications; determining relevant legal issues to be addressed; editing written documents for accuracy and effectiveness; identifying issues relevant to a question/matter given the available information and applicable law, in order to prioritize the critical elements to be addressed; ranking pending matters in order of importance to work effectively and meeting deadlines without sacrificing the quality of work products; planning work within given time constraints, continually monitoring progress, and adjusting current work focus to meet deadlines; properly identifying the nature of problems, generating alternatives, and implementing solutions and approaches that successfully address the problems; efficiently locating relevant or useful information from a large volume of documents; behaving towards others with respect, courtesy, and tact to enhance communication and helping ensure a positive reputation for the department; communicating legal principles, facts, and position(s) in a logical, respectful, and articulate manner to various audiences and forums using tone, vocabulary, format, and grammar appropriate to the circumstances; using computer hardware and software to effectively communicate with others, access files, and produce written job-related documents; working cooperatively and productively as a member of a team to achieve a common goal; and presenting oneself in an appropriately professional manner in all circumstances.

Ability to: Analyze information and detect potential logical, legal, and/or factual flaws in arguments or assumptions; reason logically in order to research, investigate, and plan the development of a project or case; attend to details in order to perform work in an accurate and thorough manner; conceptualize large, long-term projects as a series of distinct tasks to prioritize them; recognize the merits in the opinions of internal and external stakeholders to reach a compromise; organize thoughts before communicating to ensure concise and logical expression; identify situations in which available information, resources, or capabilities are insufficient to complete work tasks in order to seek assistance when needed; work quickly in order to complete urgent projects assigned without prior notice; successfully complete multiple projects simultaneously (i.e., multi-task) within appropriate timeframes while maintaining a high level of work performance; accept constructive criticism regarding work products and practices to continually improve work performance; effectively supervise the work of subordinate personnel; effectively contribute to the Department's equal employment goals; and planning, organizing, and directing the work of others.

POSITION DESCRIPTION

Tax Counsel III (Supervisor) is the first supervisory level. Incumbents plan, organize, and direct the work of a small staff of Board of Equalization attorneys and, in addition, develop strategy in complex State tax disputes or litigation. They may also personally participate in the most difficult and complex litigation matters, negotiation, hearings, legal research, and opinion drafting.

Various positions may require fingerprinting.

Positions exist with the Board of Equalization in Sacramento and Norwalk.

SELECTION PLAN

It is anticipated that qualifications appraisal panel (QAP) interviews will be held during **December 2012**.

EXAMINATION INFORMATION

This examination will consist of a qualifications appraisal panel (QAP) interview weighted 100.00%. The interview will include a number of predetermined job-related questions. In order to obtain a position on the eligible list, a minimum rating of 70.00% must be attained in the QAP interview. **COMPETITORS WHO DO NOT APPEAR FOR THE INTERVIEW WILL BE DISQUALIFIED.**

VETERANS PREFERENCE

Veterans' Preference credits will not be granted in the examination as it does not meet the requirements to qualify for Veterans' Preference credit.

CAREER CREDITS

Career Credits do not apply and will not be added to the final score of this examination.

CONTACT INFORMATION

If you have questions concerning this examination, please call the California State Board of Equalization, Examination and Recruitment Section at (916) 324-4807. You may also contact the California State Board of Equalization in writing at 450 N Street, MIC 17, Sacramento, CA 95814.

DISCLAIMER

Please click on the link below to review the official California Department of Human Resources (CalHR) specification:

<http://jobs.spb.ca.gov/wvpos/jobspecs.cfm>

GENERAL INFORMATION

For an examination with a written feature, it is the candidate's responsibility to contact the Board of Equalization three days prior to the written test date if he/she has not received his/her notice of appointment.

For an examination without a written feature, it is the candidate's responsibility to contact the Board of Equalization three weeks after the final filing date if he/she has not received his/her notice.

If a candidate's notice of oral interview or performance test fails to reach him/her 3 days prior to their scheduled appointment due to a verified postal error, he/she will be rescheduled upon written request.

Examination Locations: When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. However, locations of interviews or performance evaluations may be limited or extended as conditions warrant.

Applications are available at www.jobs.ca.gov, California Department of Human Resources (CalHR) offices, local offices of the Employment Development Department and the testing department on this job bulletin.

If you meet the requirements stated on this bulletin, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in the examination will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

The testing department reserves the right to revise the examination plan to better meet the needs of the service, if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.

Candidates needing special testing arrangements due to a disability must mark the appropriate box on the application and/or contact the testing department.

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) sub-divisional promotional, 2) departmental promotional, 3) multi-departmental promotional, 4) service-wide promotional, 5) departmental open, 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on the bulletin.

If Promotional Examinations Only: Competition is limited to employees who have a permanent civil service appointment and military veterans that meet all the minimum qualifications. Under certain circumstances, other employees may be allowed to compete under provisions of Rules 234, 235, and 235.2. State Personnel Board Rules 233, 234, 235, 235.2, and 237 contain provisions regarding civil service status and eligibility for promotional examinations. These rules may be reviewed at departmental personnel offices, at the California Department of Human Resources or www.jobs.ca.gov.

If High School Equivalence is Required: Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Educational Development (GED) Test; 2) completion of 12 semester units of college work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

College Education: The qualifications meeting the requirement "Equivalent to graduation from college" means satisfaction of the requirements for the bachelor's degree from an accredited, recognized institution of higher education. This means the applicant must show receipt of a bachelor's degree. Acceptable college course work must be from an accredited, recognized institution approved by the California Superintendent of Public Instruction under the provisions of California Education Code Section 94712.

Veterans' Preference Points: California Law (Government Code 18971-18978) allows the granting of Veterans' Preference Points in Open entrance and Open, Non-Promotional entrance examinations. Veterans' Preference Points will be added to the final score of all competitors who are successful in these types of examinations, and who qualify for and have requested these points by mail. In Open (only) entrance examinations, Veterans' Preference Points are granted as follows: 10 points for veterans, widows, and widowers of veterans, and spouses of 100% disabled veterans; and 15 points for disabled veterans. In Open, Non-Promotional entrance examinations, Veterans' Preference Points are granted as follows: 5 points for veterans and 10 points for disabled veterans. Employees who have achieved permanent State civil service status are not eligible to receive Veterans' Preference Points. Permanent State civil service status means the status of an employee who is lawfully retained in his/her position after completion of the applicable probationary period. This includes permanent intermittent, part-time, and full-time appointments. In addition, individuals who at any time achieved permanent State civil service status and subsequently resigned or were dismissed from State civil service are not eligible to receive Veterans' Preference Points. Veteran status is verified by the California Department of Human Resources. Directions to apply for Veterans' Preference Points are on the Veterans' Preference Application (STD. Form 1093) which is available at www.CalHR.ca.gov or from the California Department of Human Resources, 1515 S Street, North Building, Suite 400, Sacramento, CA 95811-7258 and the Department of Veterans Affairs.

TTY is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TTY Device. Calls may be placed using the following relay system.

California Relay Telephone Service for the Deaf or Hearing Impaired:

From TDD phones 1-800-735-2929 or from voice phones 1-800-735-2022